Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 Dec. 1999/Jan. 2000 # 181

UPS Teamsters Launch Network to Defend Contract

Feeder stewards and other concerned UPS Teamsters have come together to stop management from violating the contract and eliminating good Teamster jobs at UPS.

The UPS Network to Defend our Contract has launched a national petition campaign to demand that UPS honor their commitment to end all subcontracting except for new accounts and peak season extra volume.

"UPS Teamsters won a ban on subcontracting because we stood together and won the strike in 1997," said Local 177 feeder driver Bill Heady, a founding member of the network. "It is time to show the same resolve again to defend our contract and fight the elimination of good, full-time jobs at UPS."

UPS is taking advantage of a soft International union administration that is allowing the company to turn back the clock on the ban on subcontracting. For months, the IBT has allowed UPS to subcontract feeder work when loads have been grounded as a result of the merging of Conrail's operations into Norfolk Southern and CSX railroads' systems.

Article 26 of the contract allows UPS to ground loads that are given to the railroad to get them to their final destination, but UPS must make every effort to use UPS employees to cover the work.

Instead, UPS has made every effort to avoid using UPS employees. Management made extensive plans to avoid the use of the UPS feeder network for this work. Management signed contracts with nonunion companies, had secret meetings to plan how a network of brokers could move loads, and acquired offsite locations where brokers could pick up loads from the regular hubs.

Many local officials have filed grievances and demonstrated that the subcontracted work can be performed by bargaining unit members. These local grievances are important, but they are not enough. Only strong action by the International Union can force UPS to respect the contract.

Hoffa is telling local leaders that he has everything under control. Meanwhile, he is trying to "spin" the problem out of existence. In a bulletin to UPS members and again in the *Teamster* magazine, Hoffa celebrated a few hundred feeder opportunities created by normal attrition and expansion. Meanwhile, hundreds of loads continue to be hauled daily by nonunion drivers.

Our International union is failing to stop brokers, such as this one in Chicago, from taking work from UPS Teamsters.

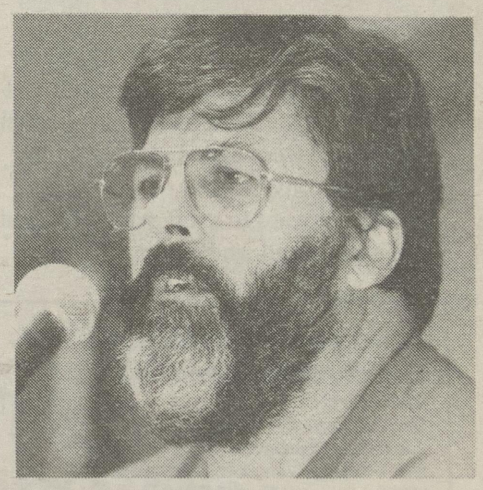
It is time for the IBT to give UPS a clear deadline to end the illegal subcontracting or face action. The International Union has the power to enforce the contract. In the Central Region, where the largest number of UPS employees work, Teamster members have a contractual right to strike over deadlocked grievances on this issue.

The outcome of this issue will impact all UPS Teamsters. All members are encouraged to join the fight to defend the contract.

"I'm a car washer but I am circulating the petition because this is about fighting to protect good jobs at UPS," said Local 638 member Jim Tadeusiak. "Feeder jobs are the top jobs at UPS. If we let UPS take away these jobs, whose jobs will be next?"

Here is what you can do to help defend the UPS contract:

- **Join our network to defend the UPS contract:** Mail in the coupon below or send an email to: UPSDefenderNet@hotmail.com
- **Circulate the petition** demanding an end to feeder subcontracting.
- **Endorse the open letter to Hoffa** and encourage feeder stewards and drivers from your area to endorse as well. Notify the network to add your name to the letter.
- **Organize a meeting in your area** to build rank and file unity around this issue. TDU can put you in touch with a speaker from the UPS Network to Defend Our Contract.



Support for Overnite Workers

Tom Ball, a striking Overnite worker from Richfield, Ohio, addressed the TDU Convention in Cleveland on Nov.6. Ball has been involved in the organizing campaign for five years.

TDU members from across the country have pledged their support to help organize Overnite.

See page 8 for more on Overnite, and pages 6 and 7 for more on the convention.

One New Year's Resolution You Can Keep

- ☐ Go on a diet
- ☐ Exercise more
- ☐ Clean out the attic
- ☑ JOIN TDU!

Whatever other New Year's resolutions you make, make one you know you can keep — to join TDU. You'll get a year's worth of good returns, and *Convoy Dispatch* delivered to your door!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local ____ .

Check or money order

Mastercard/Visa # _____ Exp. date ___/___

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

Letters From Our Members

Congratulations Not in Order

In the October 1999 issue of the *Teamster* magazine, in the first "Member Letter" on the inside of the front cover, Brother Spero G. Rockas wrote congratulating the International General Executive Board and the carhaul negotiating committee. Rockas, secretary-treasurer of Seattle Local 741, stated: "We at Local 741 appreciate all the hard work that was done to put a great agreement together. That was one of the best agreements we have seen in a long time."

Brother Rockas neglected to mention that, according to the July/August *Teamsters Local 741 Newsletter*, which listed the vote on the National Carhaul Agreement broken down by local, Local 741 members voted 64 to accept and 75 to reject the agreement.

Fifty-four percent of the members voted against the contract that Rockas calls a "great agreement."

Alfonso Valdez
Local 741, Dallas & Mavis
Seattle

TDU Convention Showed Diversity

I attended my first TDU Convention in hopes of networking with other UPS reform-minded Teamsters, but came away with so much more.The workshops were educational, the speakers truly inspirational, and the banquets and informal gatherings were a great place to meet other Teamsters who share a concern about the new direction the IBT leadership has taken our union.

I was especially impressed by the diversity of those in attendance, and the effort made by the TDU staff to insure that **all** members were included in every aspect of the convention.

I look forward to using what I learned in the year ahead, and to attending next year's convention.

Larry Churchill
Local 315, UPS
Martinez, Calif.

Forgotten Teamster Heroes

Teamster membership was small in numbers until after World War II, when organizing the trucking industry became top priority. At the time many drivers averaged $45 to $50 dollars for a six-day week, and trucking companies were exempt from paying overtime.

From 1945 to 1955 many Teamsters risked their jobs by striking to win a national contract, setting the stage for the first demand for member pensions during 1955 contract negotiations.

President James Hoffa Sr. promised members they would receive a $2,000 a month pension by 1975. The truth is retirees received less than $400 a month, and some were cut back upon receiving Social Security. Retirees have been misled by every union official from Hoffa Sr. through Hoffa Jr.

After deregulation, our union lost 200,000 members in the Central States area alone. Members who lost their jobs often lost many years of pension contributions. This money was retained by the pension fund and invested. This was a windfall for every Teamster pension plan. Why shouldn't this money be divided among retirees?

Many older retirees who built this union are now living in poverty, while many union officials retire with multiple pensions and perks.

We are seeking attorneys willing to go to court in a class-action suit to demand that the windfall of deregulation be divided equally among all retirees in every Teamster pension plan.

Would you join us in Washington, D.C., to picket Executive Board meetings, and at the 2001 Teamster Convention? If so, write me at the address below.

Robert D. Smith
P.O. Box 884
Sun City, Calif. 92586

Is Hoffa Serious About Ending Corruption?

The following letter was sent to General President James Hoffa.

We have been seeing the reports in the *Teamster* magazine and the *Washington Teamster* of how you want to run a clean union. You are pictured on the cover of the October *Teamster* magazine with the caption "We Will Run a Clean Union."

Inside the magazine on page 18 Jim Santangelo is mentioned as a member of your slate. His name is also on page 70, found guilty of corruption of the sort that really needs to be rooted out of our union.

This Local 848 official, an officer in good standing on your team, is one example of your inconsistency as our leader. If in the very magazine you put out to us we find such inconsistency, does it not stand to reason there is much more that we do not see so easily?

It is no wonder you want to "police yourself" at the top level of the Teamsters, with no government oversight, now that your worthy opponent is ousted.

David Hill
Local 599
Tacoma, Wash.

Organize TDU for a Strong Future

I recently had the privilege of attending the TDU Convention in Cleveland. TDU is an important organization because it stands as the only roadblock between corruption and our rights for fairness and justice. TDU is dedicated to reforming our union and maintaining and upgrading our standard of living.

I found the convention workshops very informative and educational.

My hat goes off to all TDU members for their commitment and dedication to unions that remain accountable to the members.

As a TDU member myself, I challenge all of our members to go the extra mile to bring in new members and organize ourselves to ensure a strong future for all.

I look forward to seeing you at the next convention.

Bob Denneny
Local 938, Allied
Toronto

Correction

In our last issue, *Convoy Dispatch* mistakenly identified Pete Troccoli as a Local 804 steward. Troccoli is a feeder driver.

TDU International Steering Committee

Co-Chairs:
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Gillian Furst, Minneapolis Local 1145
Ashley McNeely, Minneapolis Local 2000
Joyce Mims, Atlanta Local 728 spouse

Members:
Alex Adams, Cleveland Local 407
Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:
Raul Rodriguez, Jr., Los Angeles Local 630
Rob Hermann, Baldwinsville, N.Y., Local 1149
Erik Jensen, Minneapolis Local 320

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
TDU can be contacted by e-mail at: tdudetroit@igc.org
or on the World Wide Web at: http://www.igc.org/tdu/

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdueast@igc.org

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1998 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Despicable Politics, Incredible Incompetence, or Both?

Hoffa and Hilbish Kroger Strike Maneuvers

Using Teamster members at Kroger and Fred Meyer as pawns, the Hoffa administration has mounted an effort to attack and undermine Teamster reform leader Tom Leedham. And while the IBT plays political football, Kroger's move to eliminate good Teamster jobs goes unchallenged.

Kroger announced the shifting of Arizona warehouse work to third-party operation CSI in September. On Oct. 2 Phoenix Local 104 members set up picket lines and began leafleting consumers. At a hastily called meeting in Chicago, IBT Warehouse Division Director Ken Hilbish announced that the union would organize a nationwide rolling strike in support of the Arizona workers.

A month passed with no action by the IBT. Then in late October Hilbish announced that Portland, Ore., would be the only location picketed until other "links" could be developed.

Why did Hilbish choose Portland out of the dozens of Kroger facilities across the country? What kind of strategy would target one Fred Meyer warehouse in Oregon as a way to bring a huge corporation to its knees? Could the fact that Tom Leedham is the principal officer of one of the four affected Portland locals be a factor?

Oregon Joint Council 37 wrote Hoffa on Oct. 22, questioning the decision to target Portland, raising legal concerns, and requesting that the IBT indemnify the joint council, local unions and members from losses during the secondary strike activity. They also requested a meeting with Hilbish.

With the exception of Leedham, all of the local principal officers in JC 37 backed Hoffa in last year's election. But they saw through the political smokescreen right away.

The IBT did nothing, and Hilbish did not meet with the joint council. The joint council refused to sanction picketing, with the four affected locals (representing drivers, warehouse, dairy and office) all in agreement.

Another month has now passed. The IBT has still taken no action to build a campaign in support of the Arizona strikers — no leafleting, no press releases, no rolling strike. Instead they have wasted time on a letter writing campaign with the Portland joint council and attacks on Teamster reformers.

Leedham, in a letter responding to attacks by IBT Vice President Jim Santangelo, said, "Your willingness to sacrifice Teamster jobs in Phoenix and Portland for political purposes apparently knows no bounds. However, you underestimate Teamster officers, activists and members. They see this episode as either the most despicable of blatant politics or just one more example of the IBT's incredible incompetence. I see it as both."

It's time for the Teamster leadership to quit talking about unity and start practicing it. It's time for the IBT to stop manufacturing reasons to blame others and start doing what they promised: restore the power.

New OSHA Lift-Truck Standard Expands Training Requirements

Effective Dec. 1 employers must comply with new regulations for powered industrial trucks. Here are some details on the law, and some suggestions for using it to win a safer workplace.

OSHA has always had regulations covering lift-truck operation. The new provisions add more bite to training and certification procedures. They were enacted in response to the growing number of injuries — and deaths — caused by lift-truck accidents.

General Protections

Hazard Evaluation. Employers are required to determine which kind of powered industrial truck is required to do a job safely. They must consider load capacity, terrain, and potentially hazardous conditions.

Maintenance. Any truck that is defective, in need of repair, or in any way unsafe must be taken out of service until it is restored to safe operating condition. Safety examinations must be conducted at least daily, and if trucks are used on a round-the-clock basis, examinations must be conducted after each shift.

Training

All operators must be trained and evaluated. Any operator hired before Dec. 1, 1999 must have initial training and evaluation by Dec. 1, 1999. Anyone hired after Dec. 1 has to be trained and evaluated before they are assigned to operate a powered industrial truck.

The union can negotiate with management over who provides the training and how it is conducted. This is important because training is an opportunity to inform members. Poor training keeps members in the dark and lets management off the hook.

Operators must be trained in the environments in which they work. This is new. Previously, management could get away with just about any kind of training, whether it had anything to do with the workplace or not.

The training must include three components:

- Lecture, discussion, computer learning, videotape, written material.
- Practical training (demonstrations and practice).
- Evaluation of performance in the workplace.

The most effective training will include discussion and exercises geared to real-life problems. Videotapes, while allowed, are not sufficient because they don't allow for discussion and questions and answers.

Trainers have to have the knowledge, training and experience to train operators and evaluate their experience. We should push for effective trainers, with real-life experience in all aspects of lift-truck operation.

Refresher training has to be provided when:

- Accidents or near misses occur.
- Workers are assigned to drive a different type of truck.
- A change in workplace conditions occurs.

"This is a small but important step," New York Local 802 BA Mike Ruscigno said about the new regulation. "We need to use it, make it work for us, by holding management's feet to the fire on everything required."

Beat Back Two-Tier, Win Container Work

Washington Locals Overcome International's SuperValu Sellout

Fueled by a 99 percent strike vote, Teamsters in Washington State have won a greatly improved agreement with SuperValu over new Kmart work.

Under the agreement, Teamsters will get all the work for 33 stores in Washington. And unlike the sell-out agreements signed by IBT Vice President Ken Hilbish and Secretary-Treasurer Tom Keegel, this deal contains no two-tier. Drivers doing Kmart work will be paid the same wage rate as other drivers.

They also won language guaranteeing that Teamsters handle container work out of the Port of Tacoma, Wash.

"It was fight or die for us," Local 313 SuperValu member Glenn Cisco said. "They knew we were willing to go the distance. I also think we benefited from the public pressure built around the effort to organize Champaign, Ill., SuperValu. This 'hands across the U.S.' affected management's thinking some.

"Our negotiating team also deserves great credit."

Other Locals Working to Win Better Terms

Overall, the IBT's two-tier agreement with SuperValu has received a chilly reception.

Despite a glowing article in the *Teamster* magazine a number of locals are either taking a cautious approach or are strongly opposing the agreement.

Hartford, Conn., Local 559 is moving a grievance to arbitration over the Kmart subcontracting.

Strike Notice in Connecticut

They also gave SuperValu a 72-hour strike notice for failure to pay health and welfare contributions for the leased drivers which have always been covered by the union contract.

In response, SuperValu tried to get a quickie injunction on Thanksgiving eve, but the local presented evidence that convinced the judge to schedule a full evidentiary hearing.

Locals that have yet to reach agreements with SuperValu should take heart from the Washington State victory. Although the IBT Warehouse Division has put locals and members in a very precarious position, it is still possible to win better terms -- with unity, communication and determination.

Steward Uses FMLA to Save Job at White Rose

White Rose management in Woodbridge, N.J., tried to terminate Local 617 member Paul Kupper, but shop steward Bob Trancucci's knowledge of the Family Medical Leave Act (FMLA) stopped the company and saved Kupper's job.

Kupper, a driver, went out on workers' compensation in September when he injured his knee on the job. Management immediately began counting Kupper's time off against his 12 weeks of FMLA leave.

When Kupper's 12 weeks ran out and he refused light duty, the company terminated him. But Kupper's steward knew his stuff. Trancucci pointed out that under the law management was required to notify Kupper that they were "designating" his medical absence under the FMLA.

Realizing they were caught,White Rose had no choice but to relent, give Kupper his job back, and restore his FMLA leave time to him.

Incidentally, Trancucci attended an FMLA workshop at the recent TDU Convention. For information about organizing an FMLA workshop in your area, call TDU at 313-842-2600.

UPS Grievance Panels: Chicago vs. Southern

Grievance Reform Means Contract Enforcement

Dan Campbell
Local 705 Business Representative
Chicago

Most UPS Teamsters have a low opinion of UPS grievance panels. The grievance panels are too slow. And members have about as much trust in the integrity of these panels as they do in politicians.

My experience as a business agent at the Southern UPS Grievance Panel exposed me to some of the worst abuses of the panel system first-hand. Like many members, I started to wonder: are the UPS grievance panels just hopeless? Then I came to Chicago Local 705.

Local 705 is the largest UPS local in the country. Our UPS contract is a local agreement covering 10,500 Teamsters in two UPS districts and most of a third. We have a local grievance panel every month. The relationship our contract has with the national grievance panels is limited as defined in the contract.

If no agreement is reached at the Chicago panel, the local union has three options depending on the nature of the case. Arbitration is the most common option. In some instances, cases can be sent to the National UPS Grievance Panel. And finally, in some cases, we have the right to strike.

Our willingness to use our right to strike when necessary — as we did over supervisors working last December — has made an enormous difference in the effectiveness of our panel. But this is not the only reason the Chicago panel works so much better for UPS Teamsters. There are other basic reform measures that the local has implemented that make this panel more effective.

Proper Working Relationship

In Chicago, the proper working relationship is maintained with UPS management. What is a proper working relationship? It is based on both sides being appropriately communicative without being inappropriately cozy.

UPS management knows that there is no trading of grievances or sellouts at the panel. There is no "go along to get along" attitude in Local 705. All cases are heard before a single panel with the same union agents either on the panel or in the room to hear the case. Every case is heard on its own merits, but with such an arrangement the decisions are for the most part consistent.

This is a far cry from my recent experience with the Southern UPS Grievance Panel. The union leadership in the South would never dream of using union clout to threaten to strike, even in the limited number of cases where that may be possible there. But even aside from this disadvantage, the Southern Panel system could be much better with a few simple changes.

Partying with Management, Southern Style

First, the relationship of the Southern Grievance Panel leaders with UPS management needs a 180-degree change of direction. Southern Panel chairs Ken Wood and Ken Redding are nice guys, but their "go along, get along" approach is hurting the members. There is no way they should be playing poker with company officials in the evenings at panel hearings. There is no way they should be throwing lavish events for retiring UPS managers. As a business agent, I witnessed first hand these sickening displays of coziness between union officials and managers who are supposed to be adversaries.

Union leaders should not be drinking, partying or socializing with UPS management the way that many union officers do. Period. An effective union official needs to have a good communicative relationship with the managers that he or she works with. But a number of officials have gone way over the line. Their behavior undermines their ability to be effective advocates for the members, and it undermines the integrity of our union.

Structure Hurts Members

Secondly, UPS management takes advantage of the structure of the Southern Panel to dominate the panel and get its way. The Southern Panel is split into three separate panels based on geography. The Southwest panel, South-Central panel, and the Southeast panel all meet at the same time in three separate rooms. Very similar cases can be going on in all three rooms with three very different outcomes.

The level of coordination or consistency in decisions is not what it should be from the union side. On the other hand, big-wig UPS management honchos like Doyle Carr move in and out of all three rooms holding management representatives to the company line. Carr and his associates violate the rules of procedure and are often allowed to interject their views and opinions even though they are not sitting on one of the panels. They do so because they are allowed to get away with it.

Clearly, this panel arrangement is not working in the members' best interests. Adverse decisions that erode the contract are quickly implemented by UPS management, while the union lacks the leadership to even attempt to expand members' rights by taking aggressive, proactive stances.

What to do? If there is a need for more than one panel, they should be set up by topic rather than geography. One panel for discharges, one for regular cases, one for interpretations, one for change of operations, etc.

Most importantly, the union co-chair of each panel needs to have the proper attitude and relationship with their management counterpart, and enforce a code of conduct among union officers. No cozy socializing, bar meetings, or high dollar poker.

Like management, it is imperative that the union conduct a pre-panel hearing for the benefit of new agents and to alert the leadership to issues that will be coming up so they can insure consistency. And UPS management should be held to the rules of procedure.

Finally, regional panels like the Southern Panel have no business interpreting national contract language. At the national bargaining table, UPS could not get expanded rights for supervisors to do bargaining unit work or brokers to do feeder work. But at the Southern Panel, the company had no problem winning these concessions — and more — from Ken Wood and Ken Redding. If a case before a regional panel involves the interpretation of national language, it should be deadlocked or held until the issue is settled by the National Grievance Committee. Giving away hard-fought gains and weakening the national contract is inexcusable.

The company is always going to be the company. Even if there are clear differences between labor managers, all UPS managers share a common philosophy. We can't change that. But, we can have a panel system that meets this challenge. Chicago Local 705 is an example for all UPS Teamsters. It isn't perfect, but it sure beats the Southern Panel hands down.

UPS & Downs

Jobs Created After Lengthy Fight.

Seattle Local 174 members will enjoy the opportunity to bid on a new batch of full-time jobs created in the Redmond hub. UPS will create at least 23 jobs by combining jobs on the twilight sort and night sort, or the night sort and the preload.

The local not only filed grievances proving the jobs could be created, but backed them with a membership campaign that included stickers, petitions and marches on managment. Apparently other locals are due to receive jobs as part of UPS's agreement to combine part-time jobs to create at least 2,000 new jobs by July 31, 2000. Management still owes us 4,000 jobs (with back pay) for 1998 and 1999. That issue is awaiting an arbitration decision, due by the end of the year.

Local 61 Feeder Drivers Win Grievance, Lose Back Pay.

In an inexplicable move, Asheville, N.C., Local 61 officials made a deal to give up back pay on a grievance that was an almost sure winner. At issue was a violation of Article 51 of the Atlantic Supplement that allows feeder drivers to save 15 minutes of their meal time and a 10-minute relief period for their return trip. Dennis Mayhan, the district feeder manager at the time, told drivers they could no longer save their breaks, and must take all their time at the turn point while they waited for a load. When drivers cited motor carrier regulations that allowed them to take breaks when fatigued, they were threatened with discipline if they stopped for more than seven minutes. The grievance deal stopped these violations, but denied drivers thousands of dollars of back pay they were entitled to.

Hurricane Floyd, No Problem.

UPS management in Daytona Beach, Fla., didn't let a little thing like a hurricane stop them from threatening UPS employees. Many drivers were concerned that if they came to work on Sept. 15, they may not have time to prepare for the storm or get their families to safety. The company instructed employees in the PCM that they had better be at work. Management was embarrassed when the next day a TV station aired an interview with a driver who stated he was forced to work and therefore would not have time to take care of his home and family.

'Wounds Have Almost Healed.'

In an Associated Press article the day after UPS's initial public offering, Ken Redding of Local 728 was quoted. "It takes a while for wounds to heal, but we're getting there. We're happy, they're happy, everybody's building some bridges." Redding is a pro-Hoffa BA and grievance panel co-chair.

Before the wounds can heal UPS needs to create the 6,000 full-time jobs they owe us so far, and end all illegal subcontracting of feeder work.

Open Letter to General President James Hoffa

Dear President Hoffa,

We write to ask that you take bold, swift action to stop UPS from undermining our contract and destroying our job security. Since June management has used the excuse of an "emergency" to give hundreds of loads to nonunion brokers on a daily basis.

UPS is undermining our contract, stealing our jobs, and weakening our union. We ask you to use your authority to end this disaster.

UPS management is denying our grievances, ignoring demands from local unions and pitting locals against each other. Only action by our International Union, using all our power, can force management to respect our contract. Thus far no action has been taken.

Teamster members united and struck UPS in 1997 to win this contract. We need every bit as much leadership now to preserve this victory. We appeal to you to act now.

Bill Heady
Local 177, Edison, N.J., Feeder Driver
Bob Wittmann
Local 688, St. Louis, Feeder Steward
Mike Responte
Local 174, Seattle, Feeder Steward
Larry Lenzen
Local 710, Chicago, Feeder Driver
Joe Strazzante
Local 705, Chicago, Feeder Steward
Bill O'Dwyer
Local 705, Chicago, Feeder Steward
Rich Carlucci
Local 705, Chicago, Feeder Steward
Roy Kruchten
Local 705, Chicago, Feeder Steward
Chuck Fleisleber
Local 705, Chicago, Feeder Wash Steward
John Engelman
Local 705, Chicago, Feeder Steward
Dawn Stanger
Local 597, Vermont, Steward
Dave Staiger
Local 243, Detroit, Steward
Patricia Franks
Local 773, Allentown, Pa., Feeder Steward
Hank Steger
Local 988, Houston, Feeder Driver
Dennis Jennings
Local 767, Tyler, Texas., Mechanic
Raymond Cordes
Local 270, New Orleans, Feeder Driver
Michael Savwoir
Local 41, Kansas City, Feeder Driver
Tommy Burke
Local 391, Fayetteville, N.C., Feeder Driver
Bill Bagley
Local 449, Buffalo, N.Y., Feeder Steward
Joe Rockstroh
Local 355, Baltimore, Md., Feeder Driver
Russell Dues
Local 988, Houston Mechanic Steward
Steve Baudo
Local 344, Milwaukee, Feeder Steward
Brad Schlegel
Local 795, Wichita, Feeder Driver
Jesse Bunch
Local 402, Huntsville, Ala., Feeder Driver
Larry Smith
Local 891, Booneville, Miss., Feeder Driver
Jim Hession
Local 135, Indianapolis, Feeder Driver
Gerald Duran
Local 17, Trinidad, Colo., Feeder Driver
Dave Dunning
Local 486, Saginaw, Mich., Steward
Tim Beck
Local 89, Paducah, Ky.
Mike Regoni
Local 243, Detroit, Chief Steward
John Kabellar
Local 407, Cleveland, Feeder Steward
Robert Lloyd
Local 878, Jonesboro, Ark., Steward
Dan Carroll
Local 313, Tacoma, Wash., Feeder Driver

Dan Lane
Local 162, Portland, Ore., Feeder Steward
Mike McGowan
Local 667, Memphis, Feeder Steward
Kieth Allan
Local 162, Portland, Ore., Feeder Steward
Thad Rutheford
Local 294, Albany, N.Y., Feeder Driver
Robert Whitley
Local 891, Jackson, Miss., Feeder Driver
Phil Scott
Local 667, Memphis, Feeder Driver
Jim Downing
Local 676, Camden, N.J

Mike Prescott
Local 667, Memphis, Feeder Steward
Steve Larkin
Local 177, Meadowlands, N.J., Feeder Steward
Shane Hammond
Local 728, Tifton, Ga., Assistant Feeder Steward
Pepper Hinnant
Local 71, Florence, S.C., Package Driver
Dan Eby
Local 688, St. Louis, Feeder Steward
Dennis Kunz,
Local 688, St. Louis, Feeder Steward
James Lackland
Local 688, St. Louis, Feeder Steward
Oscar McHughes
Local 688, St. Louis, Feeder Steward

Jeff Schwirtz
Local 206, Eugene, Ore., Steward
Doug Sabin
Local 206, Eugene, Ore., Steward
Ray Warthenger
Local 174, Seattle, Feeder Steward
Beverly Calhoun
Local 391, Greensboro, N.C., Feeder Driver
William R. Kidd
Local 322, Richmond, Va., Feeder Driver
Steve Bess
Local 61, Gastonia, N.C., Feeder Driver
Butch Traylor
Local 728, Valdosta, Ga., Package Driver
Steve Jensen
Local 162, Portland, Ore., Feeder Driver
Tom Nelson
Local 728, Atlanta, Ga., Feeder Steward

Paul Nolan
Local 25, Boston, Feeder Driver
Tom Mailliot
Local 25, Boston, Feeder Driver
Bob Kirouac
Local 25, Boston, Feeder Driver
Paul McNihan
Local 170, Worcester, Mass., Feeder Driver
James Wilbur
Local 690, Spokane, Wash., Feeder Driver
Gerald Duran
Local 17, Trinidad, Colo., Feeder Driver
Al Logan
Local 315, Martinez, Calif., Feeder Driver
Ron Lee
Local 315, Martinez, Calif., Feeder Driver
David Williams
Local 315, Martinez, Calif., Feeder Steward
Tom Prigdeon
Local 104, Phoenix, Ariz., Feeder Steward
William Woods
Local 612, Ft. Payne, Ala., Feeder Steward
Kieth Long
Local 612, Gasden, Ala., Feeder Driver
Stephen Cossidente
Local 804, Suffolk Building, N.Y., Feeder Driver
Kevin Clark
Local 804, Melville, N.Y., Feeder Driver
Bob Weiss
Local 804, Melville, N.Y., Feeder Driver
Jack Kadletz
Local 804, Manhattan, N.Y., Feeder Steward
Carl Hansen
Local 804, Manhattan South, Feeder Driver
Harold Killings
Local 804, East Long Island, N.Y., Feeder Driver
Steve Sheehan
Local 804, Nassau Building, Feeder Driver
Steve Gundlach
Local 804, Suffolk Building, N.Y., Feeder Driver
Tony Winchester
Local 638, Minneapolis, Feeder Driver
Don Gallager
Local 638, Minneapolis, Feeder Driver
Fred Matzer
Local 638, Minneapolis, Feeder Driver
Paul Gospadar
Local 638, Minneapolis, Feeder Driver
Paschal Greham
Local 638, Minneapolis, Feeder Driver
Gary Wright
Local 638, Minneapolis, Feeder Driver
Jay Shauer
Local 638, Minneapolis, Feeder Driver
Herb Smith
Local 638, Minneapolis, Feeder Driver
Troy Armistead
Local 638, Minneapolis, Feeder Driver
Ron Wagner
Local 638, Minneapolis, Feeder Driver
Steve Hellewig
Local 638, Minneapolis, Feeder Driver
Bruce Uriste
Local 638, Minneapolis, Feeder Driver
John McCree
Local 638, Minneapolis, Feeder Driver
William Bromoghin
Local 638, Minneapolis, Feeder Driver
Tom England
Local 638, Minneapolis, Feeder Driver
Brent Lindberg
Local 638, Minneapolis, Feeder Driver
Jim Tadeusiak
Local 638, Minneapolis, Package Driver
Eddie Carlee
Local 177, Meadowlands, N.J., Feeder Driver
Frank Matthews
Local 633, Laconia, N.H., Steward
Robert Moore
Local 633, Manchester, N.H., Feeder Driver
Don Robidoux
Local 633, Manchester, N.H., Feeder Steward
Dwayne Olbris
Local 822, Norfolk, Va., Feeder Driver

James Wilbur
Local 690, Spokane, Wash., Feeder Driver
Rich Ameral
Local 25, Boston, Feeder Steward
Bill Gauthier Jr.,
Local 170, Worcester, Mass., Asst. Steward.
Al Aliveri
Local 177, Edison, N.J., Feeder Driver
Tony Annuziata
Local 177, Hillsdale, N.J., Feeder Steward
Tony Chudley
Local 177, Hillsdale, N.J., Feeder Steward
Jimmy Cronin
Local 177, Edison, N.J., Steward
Bob Winston
Local 177, Edison, N.J., Feeder Steward
Mark Timlin
Local 177, Edison, N.J., Steward
Rick Tiboni
Local 177, Meadowlands, N.J., Feeder Steward
James Eason
Local 177, Bound Brook, N.J., Feeder Driver
Bill Devlin
Local 177, Staten Island, N.Y., Steward
Mike Flynn
Local 177, Hillsdale, N.J., Feeder Driver
Tom Vinciguerra
Local 177, Hillsdale, N.J., Feeder Steward

Clyde Wilcox
Local 480, Nashville, Alt. Feeder Steward
Tom Pritchard
Local 688, St. Louis, Feeder Steward
Terry Richardson
Local 688, St. Louis, Feeder Steward
John Summers
Local 688, St. Louis, Feeder Steward
David Gilyard
Local 728, Valdosta, Ga., Steward
David Thornsberry
Local 89, Louisville, Ky., Steward
Darrell Hall
Local 89, Louisville, Ky., Steward
Larry Churchill
Local 315, Martinez, Calif., Feeder Steward
Richard Amore
Local 177, Edison, N.J., Steward
Kevin Curran
Local 177, Edison, N.J., Feeder Driver
Brad Borders
Local 651, Lexington, Ky., Feeder Driver
Bob Lovins
Local 217, Dyersburg, Tenn., Steward
Wes Epperson
Local 41, Kansas City, Feeder Driver
Bill Deval
Local 174, Seattle, Feeder Steward
Lillian Morisky
Local 407, Cleveland, Recording Secretary
Paul Barthe
Local 206, Eugene, Ore., Steward
Barbara Ramirez
Local 206, Eugene, Ore., Steward

George Saavedra
Local 490, Vallejo, Calif., Steward
Henry Gonzalez
Local 490, Vallejo, Calif., Feeder Steward
Dale Blevins
Local 89, Louisville, Ky., Feeder Driver
Richard Bowman
Local 79, Naples, Fla., Feeder Driver
C R "Abe" Moss
Local 79, Tampa, Fla., Feeder Driver
Steven Shaffer
Local 79, Tampa, Fla., Feeder Steward
Terry Freidman
Local 728, Atlanta, Feeder Steward
Dave Pallett
Local 7, Kalamazoo, Mich., Feeder Steward
Ralph Perkins
Local 25, Boston, Feeder Driver
Tim Murphy
Local 25, Boston, Feeder Driver
Jim Porter
Local 25, Boston, Feeder Driver
Danny Sullivan
Local 25, Boston, Feeder Driver
Joe Miccichel
Local 25, Boston, Feeder Driver
Charlie Murphy
Local 25, Boston, Feeder Driver
Richard McMurtry
Local 25, Boston, Feeder Driver
Donald N. Smith
Local 25, Boston, Feeder Driver
J. Bard
Local 25, Boston, Feeder Driver

1999 TDU Rank & File Convention

Focused on the Future of Teamster Reform

The 1999 TDU Convention brought together Teamsters from across North America who share a commitment to the future of the Teamsters Union. Teamsters who care about their contracts, their union and their future came together to learn, to swap experiences, and to chart our future.

We are proud of our victories and the work we have done to transform our union since the days of mob control. But our convention was focused on the future.

We heard from leaders who are building rank and file unity in Teamster struggles to win good contracts and enforce our rights, from Northwest Airlines to the Overnite strike to the warehouses of New York City. TDU is about unity of working Teamsters, regardless of how they voted in the last IBT election, or whether they voted at all.

We are taking action to protect members' Right to Vote for IBT officers and delegates, with impartial supervision, and to defeat old guard moves to undermine our rights.

We are working to develop new leaders for the future, at all levels of our union, from bottom to top. And we are educating ourselves and our fellow Teamsters.

We made plans for laying the foundation now in local unions to elect hundreds of reform delegates a year from now to put them on the floor of the 2001 IBT Convention. We adopted a motion from the floor that we will continue to fight for a program of democracy at that IBT convention.

Positive Platform for Reform

We are working with other Teamsters to develop a positive platform of reform for our union. One plank that came out of the convention is that we will support an amendment to the IBT constitution to allow the members of each and every local to determine in their own bylaws whether business agents are elected or appointed. Presently the constitution has an undemocratic clause which blocks such local autonomy. TDU put this change forward in 1996, and Hoffa claimed to support that same change also.

Our convention strengthened the Teamster reform movement and pointed a direction. We are going to build TDU as never before in the year ahead. Because we know that where TDU grows, reform wins. That's how the Rank and File Power slate won in 20 states and 165 locals in last year's election.

We adopted a resolution entitled "Building for the Future" charting this course of action.

The future of the Teamsters does not belong to those who are looking backward. It belongs to those willing to fight for a vision of a democratic union where the leaders trust the members. TDU invites all Teamsters who share this vision to join us.

Members Stand Up for Better Contracts

In 1999 rank and file Teamsters showed their resolve to fight for better contracts and were met by a new Hoffa administration that stood in their way. These members told their stories at the TDU Convention. Below are excerpts.

Anheuser-Busch

Rob Hermann
Local 1149, Baldwinsville, NY

As election time drew close, Junior Hoffa was running around the country promising to take on Anheuser-Busch.

We were told our story would be on the cover of the *Teamster* magazine. What we got was a picture of Hoffa on the cover and three paragraphs at the back about us.

We were told Junior would travel to the breweries to rally the troops. No one came. Hoffa never met face to face with our national negotiations team. But, curiously, Junior found time to meet with August Busch in private.

Hoffa unleashed a barrage of old-guard tactics to force our members into submission. Numerous phone calls and mailings told members to vote for job security. IBT reps with no knowledge of anything were sent to breweries to sell this contract. They parked next to plant managers and had full run of the breweries.

Convinced by Hoffa that they were weak, many voted to accept the very contract they rejected twice before. What Hoffa didn't plan on was six local unions rejecting their local supplements for the third time. Without these settled, the national agreement cannot be signed.

CELEBRATING RANK AND FILE STRUGGLES. From left, Rob Hermann, Local 1149; Kristi Valenzuela, Local 2000, and Melquiades Pereyra and Maria Martinez from Local 556 took the stage with other Anheuser-Busch, Northwest Airlines and IBP workers at the close of the TDU Convention's Friday evening session.

Northwest Airlines

Kristi Valenzuela
Local 2000, Seattle

Our Contract Action Team helped win a 93 percent voter turnout and a 99 percent vote to strike. Then Hoffa got involved. He fired union staff who were helping on our campaign. Then he pressured our union officials to get rid of our Contract Action Team. He brought in so-called "experts" to the bargaining table who convinced our negotiating team to accept a concessionary contract. The agreement came back with work-rule concessions, ambiguous language, mandatory overtime, and a ridiculous retirement proposal.

Hoffa tried to sell us on his "industry-leading contract." He sent us six mailings. Then came Hoffa's hard-sell road show, starring our local union officials. If that wasn't enough to convince you, they produced a videotape and sent it to every flight attendant. They figured they couldn't lose and called for a vote. A record 94 percent of flight attendants turned out to vote, and 69 percent of them said no way!

We've learned that some of our union officials don't appreciate rank and file power. But for the rest of us, we've found a way to speak in our voice, with power and unity that we never thought possible.

IBP

Maria Martinez
Local 556, Pasco, Washington

Our union officials never had a plan for how to win a good contract — let alone a strike. When the walkout happened, our business agent came to the plant and went straight inside. He sat inside with management, waiting to see if the second shift would cross the picket line. When they didn't, he went home.

Hoffa just put us out in the hot sun to stand in the middle of nowhere with picket signs. We were not about to stand around. We organized the members and took our fight to the community.

The International did nothing to back our strike. Hoffa refused every one of our requests for support.

We wanted Teamster locals to adopt grocery stores that carried IBP products so that people would know about the contaminated meat they were buying. Jon Rabine told us that actions like that were a bad idea. They would make the company angry, and then they wouldn't want to negotiate with us.

No matter how united and organized you are, you can't win a strike against a multinational corporation when your union is stabbing you in the back.

Convention Videos Available Soon

Teamster leaders gave some truly inspiring speeches at this year's TDU Convention — from the big fights in 1999 including Anheuser-Busch, the month-long strike at Iowa Beef Processing, and the ongoing campaign among Northwest Airlines flight attendants, from Local 206 Secretary-Treasurer Tom Leedham, TDU National Organizer Ken Paff, and others. Videos from the event will be available in the new year. Watch for more details to order.

'We Will Never Stop Needing a Strong TDU'

Tom Leedham, who led the Rank & File Power Slate against Hoffa in 1998, addressed the TDU Convention on Saturday afternoon. Below are excerpts from his talk.

Hoffa's Brand of Unionism

We are now 10 months into the Hoffa administration, and it is apparent that Hoffa and his old guard buddies are bent on getting rid of any messy problems like the Detroit Newspaper strike, Anheuser Busch, IBP, Northwest Airlines, Super-

"Hoffa has resurrected a losing old guard philosophy: talk tough, settle short and declare victory!"

Valu, UPS and the carhaul contract. They're trying to clear the decks of difficult people. ...

Hoffa's gone to great lengths to try to break us, but has only succeeded in making us more determined to challenge his intentions and his goals. ...

The difference is like night and day between the type of unionism the Hoffa administration believes in and the reform movement and what we believe in.

We mobilize members to win decent contracts — and we're not afraid of raising expectations and reaching for something better. We want to improve the lives of all working families by educating and teaching members how to fight for the issues they care about. Empowering Teamster members is the way to build this union in the 21st century.

Hoffa, on the other hand, has resurrected a losing old guard philosophy: talk tough, settle short and declare victory!

Opportunity, Hard Work Ahead

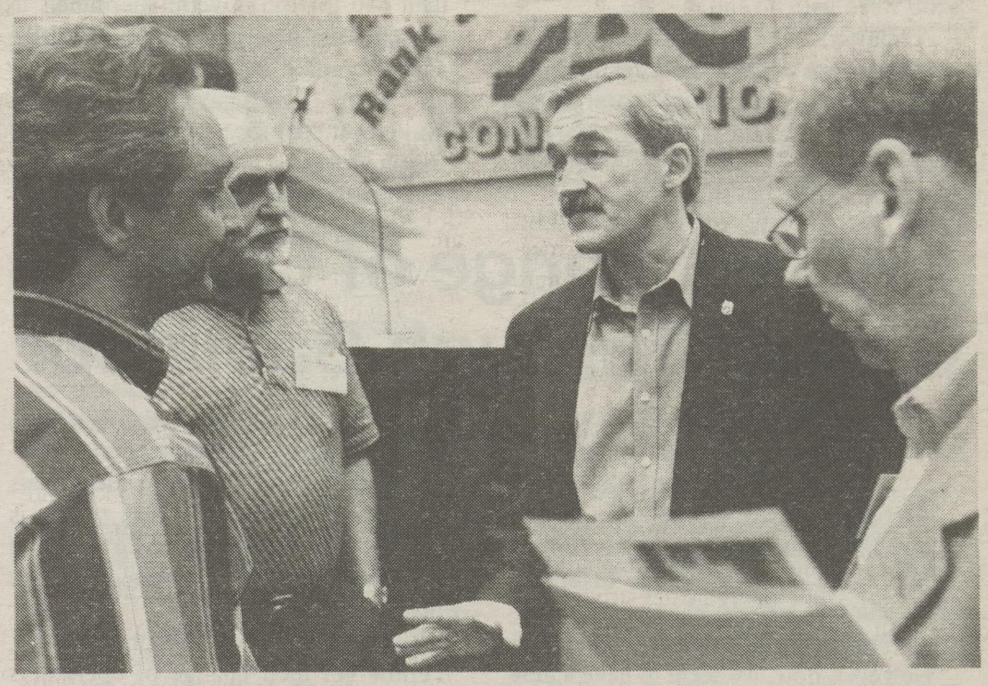
We will soon have an opportunity with the upcoming Teamster Convention to raise many of these issues of a vision for this union, and the hard work that it will take to make the union a strong and *winning* union again. There are no short cuts, there are no amounts of propaganda or meetings with big politicians that can solve our problems like a wave of a magic wand. The Teamster Convention will give all of us an opportunity to challenge our leadership and put ourselves forward as well. ...

I challenge you **all** to run Rank and File Power candidates for delegate in locals next year. ... We need to set up our organizations local by local, raise money, organize in our shops and continually challenge poor, weak and destructive leadership.

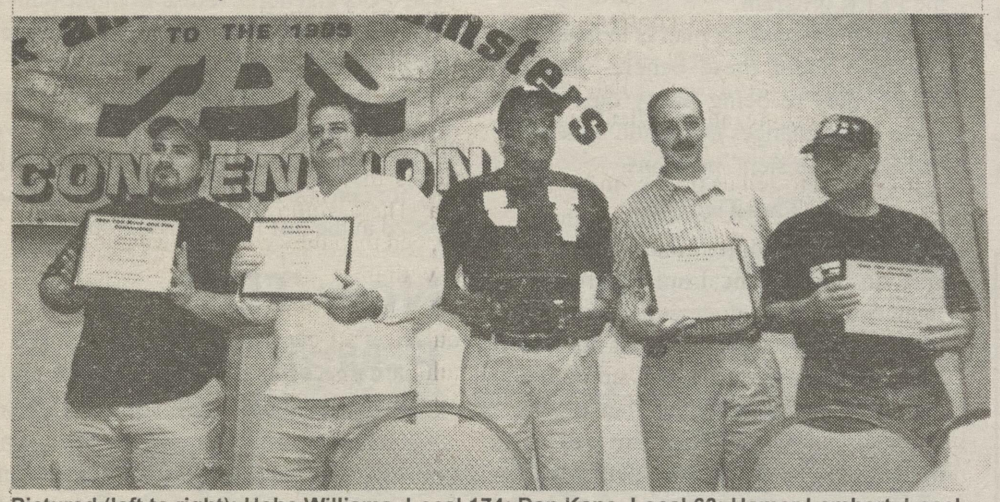
Hold Those in Power Accountable

We must never forget that electing people means nothing if you don't have a set of principles and informed voters who will continually hold those in power accountable to those principles. **We will never stop needing a strong TDU.** We must leave here and follow through on recruitment goals, build our list of contacts in other locals, get our e-mail networks going and expand the circulation of *Convoy Dispatch* and *¡Adelante!*. ...

We've got a lot of work ahead of us, but our union is worth it.



Tom Leedham (center right) talking with members at the TDU Convention.



Pictured (left to right): Hobe Williams, Local 174; Dan Kane, Local 63; Homer Lambert, Local 743; Chris Sullivan, Local 237; Dan O'Neil, Local 633.

Convention Recruitment Awards

Recruitment is the lifeblood of our movement. Hobe Williams of Seattle, Dan Kane of Los Angles, and Homer Lambert of Chicago were recognized by the convention for individual recruitment. The New York/New Jersey and New Hampshire chapters of TDU were honored for chapter efforts (accepted by Chris Sullivan and Dan O'Neil).

As TDU National Organizer Ken Paff told the convention, "Where TDU has an organized base, where we're active and reaching out to other Teamsters, we win."

We salute those building our movement by spreading the reform message and recruiting to TDU.

TDU Convention 2000!
Nov. 3-5
Sheraton Airport
Cleveland

Plan now to attend!

Build TDU!

TDU only works because of contributions from members like you. TDU members who were at the convention pulled together and raised over $47,000 in donations and pledges to keep TDU strong and growing over the coming year. Ninety-one of those members made a stretch and gave $200 or more. Others gave $100, $50, or $25. Each contribution will make a huge difference.

Even if you weren't at the convention this year, TDU still needs your support for the year ahead. Just clip out this coupon and mail it back to TDU with your donation or pledge indicated. If you pledge $200 or more, you will be honored as a TDU Builder and given a special TDU lapel pin in recognition.

____ I pledge $200 or $____ in 4 quarterly or 10 monthly payments.

____ My donation of $____ is enclosed.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Credit card donations or pledges also accepted

Credit card # _____ Exp. date ___/____

TDU solicits and accepts donations only from Teamsters, retired Teamsters and spouses who are not employers. Donations to TDU are not tax deductible,

Return to: TDU. Box 10128, Detroit, Mich. 48210.

Overnite: A Battle We Have to Win

At press time the Overnite strike is in its sixth week with no end in sight.

Teamsters have united to actively support the strike against the trucking industry's number one union buster. Other unions have pitched in with support and donations. The AFL-CIO contributed $100,000 to help the strike.

According to James Hoffa, "More than 140 [of 166] Overnite terminals in 39 states are now involved in the strike and Overnite's freight is slowly drying up ... freight levels have dropped almost 40 percent." Hoffa has vowed he'll deliver a victory.

Overnite management claims an "on-time service level of 97.5 percent" and has reopened three of the four terminals it closed earlier, with only Milwaukee still closed. Whatever the competing claims, it seems Overnite has lost $20 million in preparing for and combating the strike.

Overnite's history of illegal union busting has continued during the strike. In a sworn affidavit, former manager Dale Watson of Memphis revealed a conspiracy that includes a compilation of "hit lists" of Teamster supporters. He states hundreds of workers have been targeted and wrongfully fired, and that he was part of carrying it out.

Recently the NLRB ordered Overnite to bargain at four more terminals because of their blatant disregard for the law "compounded by the involvement of high ranking officials."

Overnite has not bargained with the Teamsters since the strike began.

With a union buster like this, no quick victory can be expected. When this organizing drive was launched under Ron Carey five years ago, it was well understood that it would be a protracted fight requiring a big commitment of union resources and membership involvement. It is absolutely warranted because of Overnite's key position as the biggest nonunion carrier and the premier union buster in the industry. It's a battle we have to win. At that time no one promised a quick victory because it would mislead the members and let the company off the hook.

Long-Term Campaign Needed

Whatever the outcome of the current strike we need that long-term campaign to turn more and more Overnite workers into Teamster members and supporters.

We have to teach Overnite management that when they take on the Teamsters that they will never shake us until they sign an acceptable contract for their employees. We will battle them to the end.

Yellow Change of Ops Comes Through Backdoor

Ralph Ekelman
Yellow Freight
Local 63, Barstow, Calif.

A couple months ago IBT Freight Director Phil Young boasted that he stopped Yellow's big planned change of operations. This was advertised as a new toughness on the part of the freight division.

However, now, we seem to have a new "trial period" in which portions of the change have been implemented. The only catch is that no one has been relocated. This trial period Yellow has been granted seems to allow "time sensitive" trailers (virgin freight) off the rail and put on the road with sleeper teams from Memphis to California.

The snag here is that Oklahoma City, Dallas, Salt Lake City, Denver and Albuquerque drivers are being bypassed in this "trial" process. Once this peak season is over and the freight dries up a lot of drivers are going to be sitting at home who shouldn't be.

As one driver from Memphis told me, "Yellow got their change of operations anyhow, and without paying relocation expenses. They just got it through the backdoor."

Affected drivers should contact the International's freight division at (202) 624-8761 for any coherent reason why this is happening, and to ask how long the "trial" period is supposed to be in place!

Report Cites Reductions in OSHA Enforcement

The attack against OSHA by UPS and other major employers is continuing to weaken the agency. A report by the Public Citizen Litigation Group cites an alarming reduction in OSHA enforcement in recent years. Here are some of their findings:

The total number of OSHA inspections has declined steadily since 1975. And during every year of the Clinton administration the number of inspections has been lower than in any year during any prior administration.

From 1994 to 1995 there was a 51 percent decrease in the number of Serious, Willful and Repeat (SWR) violations.

The percentage of SWR violations that were downgraded or dismissed entirely is higher than at any other time.

The amount of penalties dropped 47 percent between 1994 and 1995, despite that fact that Congress had increased the potential penalties for violations.

Within the IBT, and throughout the labor movement, we need an aggressive campaign to counter employers' attack on OSHA.

Freight Lines

Emery Worldwide Teamsters.

Teamsters working at Emery Worldwide, including subcontractors, from Chicago, Milwaukee, Detroit and San Jose would like to be in touch with other Emery Teamsters. Members met at the recent TDU Convention and discussed common issues. If you would like to be a part of this network, send your contact information to Emery Worldwide Rank & File, P.O. Box 10128, Detroit, Mich. 48210, or e-mail to tdudetroit@igc.org.

Zollars in Brown?

With UPS's huge IPO bringing billions into its coffers speculation is rampant about them making some large corporate acquisitions. UPS has long wanted to get into the LTL business and is expected to go after a unionized carrier in order to avoid potential labor problems.

"I look good in Brown," said Bill Zollars, newly annointed Yellow CEO. Roadway, CF and a number of foreign companies have also been mentioned as possible acquisition targets.

Refuse 25-and-Out

Western Pension Trustees OK Two-Tier Pensions

The Western Conference of Teamsters Pension Trust recently announced a series of benefit improvements, including an increase in accrual bonuses, an increase in minimum disability benefits, an increase in maximum benefits for children of deceased plan participants and pensioners, a relaxation of break-in-service rules that restores previously forfeited pre-1976 hours of covered service, and new safeguards for long-service participants under the PEER program.

While the pension plan is making a lot of noise about these benefit improvements, they're being pretty quiet about some other changes that could undermine Western Teamsters' pensions.

Two-Tier Deal

For the first time, employers will be able to implement lower contribution rates for new hires during their 90-day probationary period, as well as multi-tiered contribution rates for "substantially different job classifications."

"Two-tier wage scales are bad news for workers, and the same goes for two-tier pension contributions," said Local 206 Secretary-Treasurer Tom Leedham. "Companies will now be putting on the pressure to drive down pension benefits for all of us by targeting smaller or weaker job classifications first."

Employers have wanted these multi-tiered contribution rates for years, but haven't been successful in getting them until now. Why did the "union" trustees, who include International vice presidents James Santangelo, Chuck Mack, and Jon Rabine, go along with the employers on this deal?

The Western Conference Fund assets have skyrocketed, passing $23 billion in September, because of the booming stock market. That's why the fund was forced to implement some modest improvements, or be in violation of ERISA for refusal to use the assets for the benefit of the participants.

But even with this growth in assets, the union trustees, all of whom supported the Jim Hoffa 25-and-out Slate in the 1996 and 1998 elections, refuse to implement a 25-and-out plan, as many other Teamster plans have done.

Instead, the union trustees continue to follow the employers. That's why we need to institute a system of accountability for pension fund trustees, as TDU proposed at the last IBT Convention.

New TDU E-Mail Network

Are you connected? If so, let us know. We'd like to send you updates about important Teamster actions and information.

To add your name to the list, e-mail your contact information to TDU at tdudetroit@igc.org. Include first and last name, mailing address, phone, local, company, and indicate if you are a steward or union officer. (If you use multiple e-mail accounts, be sure to include which account.)

Not everyone has a computer at home, but a growing number of Teamsters do and we'd like to make use of this communication tool to build reform. E-mail can be helpful to organizing, along with ongoing face-to-face contact with members.

Court Ruling Means New Leverage

Victory on Right to Strike to Enforce Contracts

One of the biggest problems we have with our national contracts, and many locals ones, is that contract enforcement through the grievance procedure is not working. The companies erode the contract and we end up with less than we agreed to.

The U.S. Supreme Court has just agreed that we have a powerful tool for contract enforcement. Our top union officials are not using it. That needs to change.

The Court has just refused to hear an employer appeal and let stand an Appeals Court ruling that gives us the right to strike during the life of a contract over payment of negotiated wage rates in the carhaul contract.

The case arose out of a 1998 strike in Nashville against Allied Systems, after Allied merged two terminals following its purchase of Ryder Systems. The UPS national contract has identical language, as do some others.

The employer applied the wage rate from the surviving terminal, rather than the higher rate at the merged terminal. The employer argued it was not refusing to pay wages, but simply disagreed with the union about what was the correct wage rate. Since the union could grieve the wage rate, it had no right to strike.

The court of appeals held that the dispute could be considered either a refusal to pay wages or a dispute about the correct rate, so the union had the right to strike under the contract language.

Carhaul, UPS, Other Contracts

This right, contained in Article 7, Sec 1 (Carhaul) and Article 8, Sec 2 (UPS) gives us a powerful tool on a number of important issues. For example, if UPS pays mileage on a run when hourly is called for in the contract, that would be a failure to pay the wage rates specified in the contract.

Other contract language also can be used. For example, some contracts contain the right to strike if the employer refuses to abide by a grievance decision. Chicago Local 705's UPS contract, like the national contract, has this language, and when the company repeatedly used supervisors for bargaining unit work, after paying grievances on that issue, the union struck.

Unfortunately our International officials are often in bed with the company and not interested in using our power. So our contracts erode and our union weakens.

Certainly we are not going to threaten strikes over minor matters, but for major issues, and to protect our contract, we have some muscle and we either use it or lose it. So far the International is losing it.

For a copy of the decision of the Appeals Court decision, contact TDU.

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94% Vote to Reject; Ready to Strike Dec. 1

Canadian Carhaulers Reject Tentative Offer

Unhappy with a proposed agreement recommended by union officials that would have undermined job security, seniority rights, and decent pensions, Canadian carhaulers voted by 94 percent to reject the agreement and send their negotiating committee back to the table. A strike date has been set for Dec. 1.

"The proposed agreement completely ignored the members' demands," said Fort Erie, Ontario, Allied steward Bob Denneny of Local 938. "Now we need to stand firm to make sure our leaders bring back a contract that addresses our needs."

The proposed agreement would have eliminated transfer rights between terminals, lengthened the mandatory work week from 45 to 50 hours, and eroded the innocent-until-proven-guilty clause.

Additionally, the agreement did virtually nothing to improve pension and health and welfare benefits, and provided lackluster wage increases.

At ratification meetings, members made it clear that they would rather strike than accept a concessionary agreement. "We need to stand together on this," said Bramalea, Ontario, Allied driver Max Crockett. "Why should we give up rights we've already won?"

Denneny and others are circulating leaflets asking members to vote down any agreement that does not address members demands, and getting members to sign "ready to strike December 1" petitions.

Source of Cancer Located: Ken Hilbish

Allied Casuals Spread North

Last month we reported on deals allowing drive-out casuals in three locals in Houston, San Antonio and Baton Rouge, La.. These were not the first locals to give Allied a break. Ken Hilbish, head of Atlanta Local 528, has been letting Allied use casuals in Hapeville, Ga., for over a year. Now the casuals are reportedly pulling units right off the chute — work formerly done by permanent Teamsters.

A variation of this cancer has spread north. Allied is paying casuals $14 an hour — more than $4 below union scale — to drive cars out of Selkirk, N.Y. Members have filed a grievance.

Concessions like these have a domino effect. Certain IBT officials either don't understand this, or don't care — or care more about the well-being of management than of members.

What Goes Around Comes Around

Allied Wants Flex Week For Drivers in Selkirk, N.Y.

Allied is trying to expand two concessions agreed to in the new contract. In late October Selkirk, N.Y., Allied management handed the union a list of "local rider concerns." At the top of their list was a request to "change Friday night slip seat to Sunday night. Yard and mechanic shift needs to cover also." Second on the list was flex workweek for the shop, with straight time paid for weekend work.

Selkirk members are circulating a petition to make it clear they will not stand for these givebacks. The next bargaining session is scheduled for Nov. 30. But this shows the danger of allowing any concessions into our contracts, even ones affecting small groups of workers. For the first time in many years the new carhaul contract included several concessions — including the flex week for shop employees in the Central/Southern and a Sunday through Thursday shift for drivers in the Western Supplement. Management will continue its push to expand on these concessions.

Selling Short?

UAW Contract Outpaces Hoffa Pact

The new agreement between the United Auto Workers and the Big Three auto makers is significantly better than the one negotiated by Hoffa for Teamster carhaulers. Different unions, but both sets of workers are tied to the same massively profitable industry.

The UAW got three-percent wage increases in every year of the agreement (12 percent over the life of the agreement), plus a hefty signing bonus of $1,350, heavy improvements in retirement benefits, and an unlimited cost of living clause. The three percent works out to a 65-cent per hour increase, based on the current average wage. With cost of living, this will be over $1 per year in wage increases.

Meanwhile, the Teamster agreement had a first-year wage freeze, $1,000 signing bonus and 50-cent per hour increases over the remaining three years. The increases work out to 7.6 percent over the life of the contract, or an average of 1.9 percent per year, whether based on hourly or mileage pay.

The first year wage freeze alone cost Teamster carhaulers several thousand dollars.

Hoffa's contract did provide for pension improvements, most won in the freight contract, but made no breakthroughs in job security and had several concessions.

Why are we selling short?

GM and Allied Give Chicago Heights Work to Nonunion Outfit

The nonunion threat continues to chip away at good Teamster jobs. In Chicago, 50 Local 710 members will lose their jobs in December. GM has announced that Allied will be replaced by nonunion outfit Seher Distribution Services of Layfayette, Ind. Drivers will own their own rigs and get paid on a percentage basis — at a rate far less than Teamster carhaulers.

It is no secret that GM would like to see all transportation into and out of plants go nonunion. Just watch the J.B. Hunt trucks pulling up to GM plants every day of the week. GM has got a plan. Why doesn't the IBT have a plan to counter this attack on our jobs?

Members Prepare for Contract Fights Next

Local 237 Reformers Mount Strong Challenge in IBT's Largest Local

When the Rank & File Action Slate, a coalition of working members of Local 237, announced that they would challenge the local's old guard incumbents in this fall's election, few people gave them a chance.

With more than 23,000 members, Local 237 is the largest Teamster local and it has been dominated by old guard officers for decades. The last slate of rank and file challengers took less than 20 percent of the vote in the 1994 local union election.

Local 237 President Carroll Haynes predicted another landslide victory. He was dead wrong.

The Rank & File Action Slate took 43 percent of the vote after running a short campaign on a shoe-string budget. The results demonstrated that there is strong base of support for reform in Local 237.

The Rank & File Action Slate tapped into members' anger over the last round of contract bargaining where Haynes negotiated wage freezes for thousands of public employees in New York City and Long Island.

The Rank & File Action Slate's Program for a Strong Union struck a chord with members fed up with weak representation — business agents who don't visit worksites, who meet with management before speaking with workers, and who urge members to plead guilty rather than defending them against unfair discipline.

"For years, the Local 237 membership has been a sleeping giant.," said Rank & File Action Committee member Harry Corino. "Through this campaign, we started to wake up and stand up for ourselves. We are not going back to sleep now."

Building for Contract Talks

In a post-election flyer, the Rank & File Action Committee announced that they will keep working to build a strong union by mobilizing and informing the members. The next round of contract bargaining is around the corner for most of the local's members. Rank & File Action Committee members see the fight for good contracts as the next battleground.

"To win the kind of contracts that members deserve, Local 237 needs to tap the power of the membership," said Chris Sullivan, the Rank & File Action Slate's presidential candidate. "Now is the time to organize and mobilize the members if Haynes is serious about winning better contracts. We have to show that members from all the divisions and job titles are united and ready to fight for real gains and no give-backs."

For more information about how to get involved in the fight for good contracts, Local 237 members can contact the Rank & File Action Committee at (212) 946-5266.

Reformers Win in Orlando Local 385

Reformers on the ReUnite Local 385 Slate beat out incumbent Mario Ferenac and a third slate, winning six of the seven positions on the executive board.

Mike Stapleton headed up the reform slate. winning the top spot as president. Other slate members who won were Gary Brown, vice president, Ellyn Haar, recording secretary and John Coskey, Greg Siegfried, and Rom Dulskis as trustees.

Houston Local 988

$42,000 to Run a Local Election?

At a Houston Local 988 general membership meeting President Chuck Crawley claimed it cost the local over $42,000 to run the recent local election.

Crawley, who ran as the incumbent principal officer, solicited the help of Tyson Johnson, newly appointed principal officer of Dallas Local 745, to run the election.

So how come so much money? That is what a lot of members of Local 988 would like to know. A study of LM-2 financial reports filed by locals of similar size shows that this figure is ridiculously high. Local 377 in Youngstown, Ohio, spent $10,890 on its 1998 election. Local 284 in Columbus had total election costs of $9,436 and Local 767 in Fort Worth, Texas, weighed in at $10,890. All these local unions average about 3,500 to 4,500 members, comparable to Local 988.

Even in a much larger local like Local 728 in Atlanta, which has over 6,300 members, the cost was only $12,000 for their last election.

With 1,500 votes cast in the Local 988 election, Crawley spent a whopping $28 a vote!

So what gives Chuck? We welcome a reply.

Flight Attendants Back to the Table

Over three months after Northwest Airlines flight attendants voted 69 percent against a contract, a revamped negotiating committee resumes mediated talks on Dec. 7.

The *Teamster* magazine seemed to say flight attendants are greedy for rejecting an offer with substantial increases in pay, but members rejected the agreement due to many concessions in work rules and, among other things, a discriminatory retirement plan that gave far less to the largely female flight attendants than pilots and management receive.

"It hasn't been an easy few months," says Kristi Valenzuela, a Seattle flight attendant and campaign coordinator. "Members have been eager for the next step and want to show the company we're not backing down. The rejection took our leadership by surprise, but we're getting back on track, and I have faith in our members and their resolve to win."

"Our issues have not changed," says Andy Damis, a former rank and file coordinator who has been added to the bargaining committee. "We're fighting for a livable retirement plan, fair compensation for all flight attendants, job security through maintaining our flying routes, and no concessions. Work rules don't even cost the company money, but they mean respect for our members."

Damis says the new committee is making progress, "We're going back to the table with what the flight attendants have been saying they want. But we can't win anything without our members."

"I hope we've learned something and stop taking Hoffa's advice," says Valenzuela. "He spent thousands of our dues dollars making videos and sending us stuff to sell the last offer. Then he insisted on a useless survey that delayed our talks further. We don't need Hoffa dealing for Northwest. He'll probably take credit for what we do get, but it's the flight attendants who are the real fighters."

Join Rallies Dec. 15

Member are reactivating their mobilization network just in time for the holidays. All Teamsters are invited to unity rallies on Dec. 15 in Minneapolis, Detroit, and Seattle. Contact Local 2000 for times and locations at 800-428-6772.

TDU Meets

Baltimore/Washington, D.C., TDU
Third Sunday every odd month
Sunday, January 16, 2 p.m.
Location to be announced
For information call 301-317-4030.

Chicagoland TDU
Sunday, Dec. 12, 2:30 p.m.
Sunday, Feb. 13, 2:30 p.m.
UNITE Hall, 333 S. Ashland
Corner of Ashland & Van Buren
For information call 773-486-3831.

Minnesota TDU
Sunday, Jan. 23, 1:30 p.m.
Broadway Pizza
Broadway & W. River Rd.
Minneapolis
For information call 612-825-7883.

Northern California TDU
Saturday, Jan. 15, 10 a.m.
Saturday, March 19, 10 a.m.
Dimond Branch
Oakland Public Library
Fruitvale and MacArthur
For information call 707-426-5310.

Southern California TDU
Sunday, Dec. 5, 10 a.m.
Sunday, Feb. 6, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562- 694-5831
or 760-951-4949.

Wisconsin Badger State TDU
Saturday, Dec. 4, 10:30 a.m.
Saturday, Feb. 5, 10:30 a.m.
Sue's Bayview Bandwagon
2463 S. St. Clair, Milwaukee
For information call 414-483-2652.

Youngstown, Ohio, TDU
Saturday, Jan. 29, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave.
Austintown, Ohio
For information call 330-797-1541.

Embezzlement On Hoffa's Watch

James Hoffa talks tough on corruption. He claims that he is not returning our union to the old guard, and that he will support the clean up of corruption inside our union. But actions speak louder than words. The real test comes when Hoffa has to take action against corruption within his own ranks. So far, he's flunking that test.

Another Hoffa International Vice President is now up on serious charges. Chicago Local 743 president and International Vice President Chester Glanton has been accused of misappropriating thousands of dollars of members' dues money. These accusations led the Local 743 Executive Board, consisting of Glanton's own slate, to hire former U.S. Attorney John E. Farrell to investigate Glanton.

As a result of these investigations Glanton's former running mate, Bob Walston, filed charges against Glanton with the IBT Executive Board, which so far is stalling on holding a hearing.

John E. Farrell investigated and issued a lengthy report. In this report Glanton was found to be guilty of the following:

- Glanton wrongfully took over $3,000 from the 743 political action fund to send his education director to South Africa. This trip, to witness the South African election, also included a $500 detour to visit Victoria Falls. When it was discovered by auditors that this money was wrongfully taken, Glanton replaced it with money from the general fund. All transactions over $1,000 require approval of the Local 743 Executive Board. Glanton did not bother to get this approval.
- Glanton wrongfully paid over $22,000 in health and life insurance for retiring Local 743 staff. He specifically wrote a check in February 1999 after the executive board told him they disapproved of this action.
- Glanton wrongfully renegotiated the health plan for employees at Local 743. When union employees complained about new costs, he reimbursed them from the general fund without executive board approval.
- Glanton regularly gave employees increases in pay without reporting these increases to the membership of the union as required in the Local 743 by-laws. These wage increases totaled hundreds of thousands of dollars.

What Is Hoffa Going to Do?

Glanton is the third International VP to come under fire for corruption under Hoffa's watch.

What is Hoffa going to do? Is he going to bring his close allies to justice? Not so far.

Hoffa allies are applying pressure to make his latest corruption embarrassment disappear. Pat Flynn, International VP from Chicago Local 710, has urged Walston to drop the charges.

Walston, who was a key Hoffa supporter last fall, is appalled at the attempted cover-up. He has read a recent decision signed by Hoffa finding the president of Atlanta Local 728 guilty over a much smaller matter of initiating a raise prior to getting executive board approval, and finds it impossible to believe Hoffa will be able to let his pal Glanton get away scot-free.

Business Raises $220,000 for Hoffa

Is Our Union For Sale?

It's no surprise when James Hoffa Junior holds a thousand-dollar-a-plate reception to raise money for his 2001 election campaign. It's not even a surprise when many of the contributors are *employers*. It's even legal, according to the election rules, because the money goes to Hoffa's Legal and Accounting Fund.

But if the fundraising dinner was a payoff, organized by a vendor in exchange for Teamster business, that would be illegal.

On Sept. 21, the high rollers were invited to a "Cocktail Reception and Evening of Casual Conversation with James P. Hoffa" in the Grand Ballroom of the Washington Court Hotel in D.C. The cost was $1,000 per person. The organizer of this extravaganza was Tom McNutt, who runs three companies, one of which is Web Galaxy, an internet service provider looking for a fat Teamster deal.

McNutt boasted that the take was $220,000. Vendors and inside-the-Beltway consultants were prominent on the guest list, hoping for contracts for a piece of our dues money.

The AFL-CIO announced in October that it was signing up with an internet company called iBelong, to get cheap computers and online service for union members. Each union that belongs to the AFL-CIO would have its own "portal," or gateway to the web.

But the Teamsters have not signed on to the iBelong program. Sources say they may have signed a "letter of intent" to go with McNutt's company instead.

If this deal goes through, TDU will demand an investigation of the Hoffa-McNutt connection.

AFL-CIO reps tried to convince the IBT to go with iBelong, apparently without success. Representing the IBT was Richard Leebove, a consultant and employer who was banned by the Election Officer from working on Hoffa's 1998 campaign.

'Let's Fly to Florida for a Two-Hour Meeting!'

On Oct. 4 Teamster officials from across the Central Region, from Ohio to North Dakota, took a trip to the Grenelefe Resort in Haines City, Fla.

And just what happened at this event which cost hundreds of thousands of dues dollars? A meeting that lasted a little over two hours. Their own official minutes acknowledge both the length of the meeting and that nothing happened at it.

Then they adjourned to the golf course, all done with business, at 11:45 a.m., after convening at 9:30. The rest of their days in Florida were taken up with relaxation and partying at the members expense.

The top officials call this "restoring the power." We call it restoring the perks.

Conference-Style Multiple Salaries Back

That Florida trip was sponsored by the Central Region Warehouse and Brewery and Soft Drink Divisions, a couple of new bodies that do nothing for members but do plenty for officials. Larry Brennan of Detroit, already in the $100,000 club, gets a third salary as head of the Central Region Warehouse Division. Greg Nowak, also of Detroit, gets one as head of the Central Region Brewery and Soft Drink Division.

Multiple salaries are back. And two hour meetings held in Florida, Palm Springs or Las Vegas to allow member-paid golf trips are back.

Local 115 Trusteeship Hits Hoffa Opponent

On Nov. 15 James Hoffa placed Philadelphia Local 115 into trusteeship in a move against Hoffa-opponent John Morris, the president of the local and also head of Philadelphia Joint Council 53 and the Pennsylvania Conference. Morris and other officers of Local 115 have filed suit against Hoffa, with a Dec. 15 hearing set.

The Hoffa administration has a long list of reasons for the trusteeship, including problems that date back to 1955. They paint Morris as a union dictator.

Whatever the merit or lack of merit in the reasons for the trusteeship, it appears to be clearly politically based. If Hoffa is out to root out dictatorship, he can find plenty of that among his friends, starting at home in Detroit Local 337. He could also start on his own General Executive Board, as noted in the article on this page.

Morris, though totally unconnected to TDU or the Teamster reform movement, is a fierce opponent of Hoffa. Local 115 members voted overwhelmingly against Hoffa in both 1996 and in 1998.

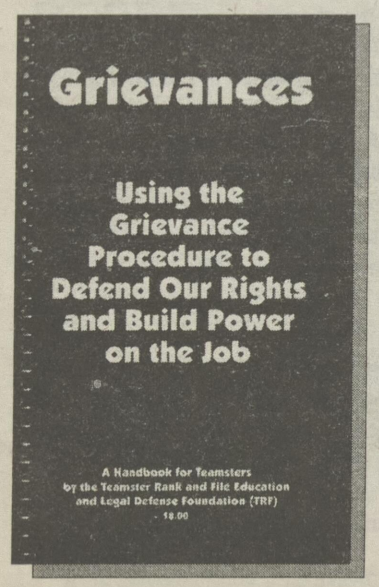
This is Hoffa's third trusteeship, and each one has been in a local that is a political hot spot for him. Local 115 gave Hoffa only about 10 percent of its votes. So did Local 556 in Pasco, Wash., where TDU activists were set to win the local union election until Hoffa canceled it with a trusteeship. Members there have filed suit also. His third trusteeship is in Dallas Local 19, where membership support went from overwhelmingly pro-Hoffa in December 1998 to heavily anti-Hoffa in the April 1999 Southern rerun. A fourth trusteeship was directed by the IRB.

Trusteeships, however, have a way of backfiring. As Maria Martinez, a rank and file leader in Local 556 says about that trusteeship, "If Hoffa thinks this is going to stop us, he's got another thing coming. We have fought IBP and we can fight Hoffa. And we're going to win."

Your Dues at Work

Washington State Joint Council 28 executive board minutes reflect that the Joint Council, headed by International Vice President Jon Rabine of Local 763, paid Apple Blossom Floral $1,161 for floral arrangement for the council's semi-annual meeting.

3 new titles


Grievances
Using the Grievance Procedure to Defend Our Rights and Build Power on the Job
A Handbook for Teamsters by the Teamster Rank and File Education and Legal Defense Foundation (TRF)
$8.00

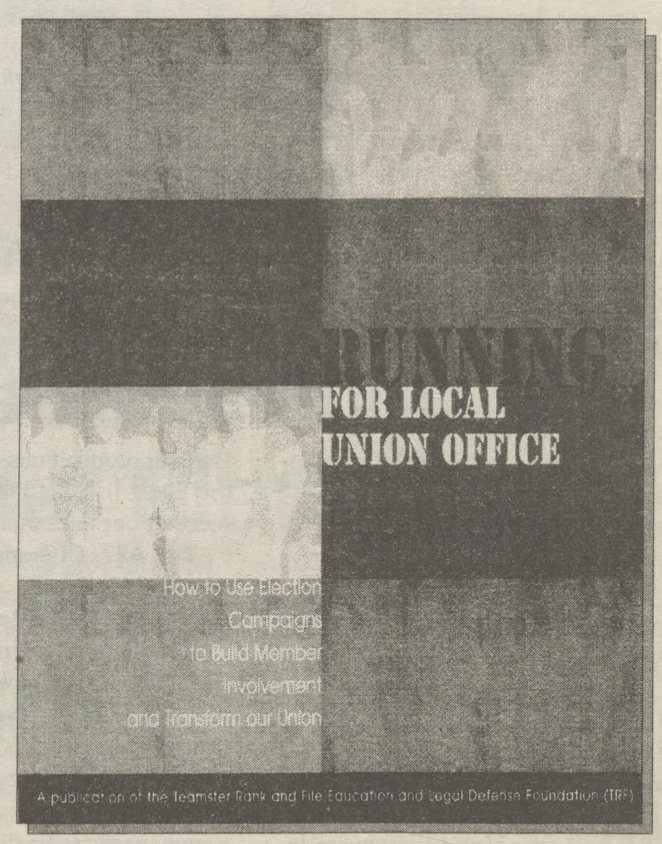
Grievances: *Using the Grievance Procedure to Defend Our Rights and Build Power on the Job*

This 100-page booklet goes into detail about grievances: what they are, what is the grievance procedure, the mechanics of writing and filing grievances, organizing tips to involve rank and file members.

Running for Local Union Office:

How to Use Election Campaigns to Build Member Involvement and Transform Our Union

Based on the experience of dozens of successful reform officers, this 86-page booklet covers every aspect of campaign organization.


RUNNING
FOR LOCAL
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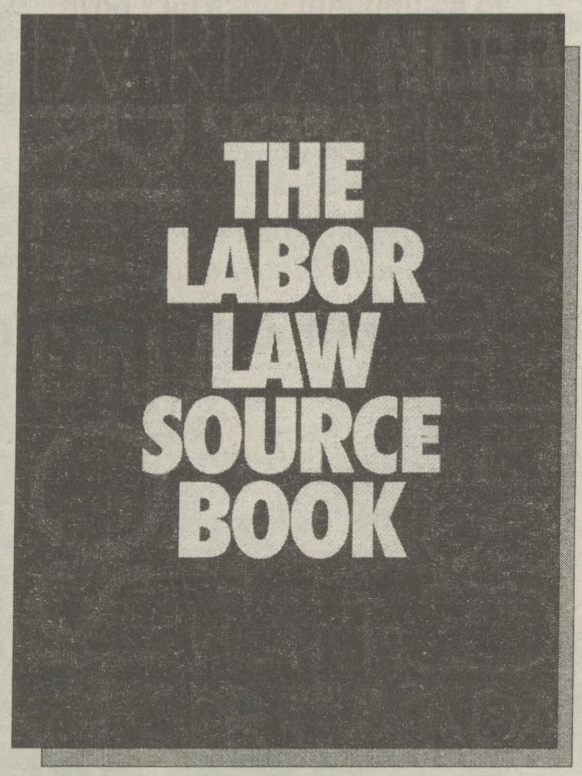
How to Use Election Campaigns to Build Member Involvement and Transform our Union
A publication of the Teamster Rank and File Education and Legal Defense Foundation (TRF)

The Labor Law Source Book:

Texts of Twenty Federal Labor Laws



Want to know what the law really says? Robert Schwartz, author of *Legal Rights of Union Stewards* and *The FMLA Handbook*, has compiled the twenty most significant Federal labor codes into one convenient text. Laws reprinted include the NLRA, FLSA, LMRDA, OHSA, FMLA, WARN and others. Very handy!

TDU is your source for union education.

Please send me the following educational titles:

Running for Local Union Office . $10.00 x _____ = $_____

Grievances ..... $8.00 x _____ = $_____

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